

# The CEA Voice

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Columbus Education Association

August 29, 2016

## Arbitrator Upholds CEA Contract

In the summer of 2015, the CCS treasurer informed the Association of his intent to change the district's cash-handling process. Your Association advised the treasurer multiple times during the summer that the proposed changes would constitute a violation of Section 209.10 of the *CEA Master Agreement*.

Section 209.10 explicitly states: "Teachers shall not be required to perform the duties of school treasurer." Those words were bargained in good faith by the board and the Association and have remained unchanged since their addition to the *CEA Master Agreement* of 1975.

When the treasurer announced the unilateral implementation of the new cash-handling procedures effective September 1, 2015, your Association filed a grievance at Step Two. On September 3, 2015, the district hearing officer denied the Association's grievance, ruling that there was no violation of the contract.

The *CEA Master Agreement* allows for Step Two grievances denied by the administration to be heard by an independent arbitrator. Their decision is final and binding with regards to the interpretation and application of any provision of the contract that is in dispute. Additionally, the losing party pays for the entire cost of the arbitrator's services. The CEA Board of Governors voted unanimously on September 24, 2015, to send the grievance to arbitration.

The Association's first arbitration hearing in more than twenty years took place on April 27, 2016. During the five-hour hearing, your Association presented multiple exhibits and called five witnesses to prove that the treasurer's unilateral actions violated Section 209.10.

On July 13, 2016, the arbitrator found in favor of your Association, sustaining our grievance. The arbitrator's award ordered the treasurer "to cease and desist from implementing its September 1, 2015, cash handling-procedure." Under order from the arbitrator, effective August 22, 2016, the treasurer announced the district's return to the "old" cash-handling procedures in effect before September 1, 2015.

The *CEA Master Agreement* is a living document that has been bargained in good faith by your Association. Its words represent the blood, sweat and tears of the thousands of members who came before us. It is the responsibility of every member of the Association to follow the provisions of the contract; it is the solemn duty of your Association to ensure that the district does the same.



## Seeking Bargaining Team Members

We are looking for members who want to be involved in the future of CEA in a very important process. Our CEA contract expires in August 2017, and we are forming our CEA Negotiations Team. This group will represent the diversity and varied experience levels of all our members. If you are interested in applying to be on the team, please send a cover letter and résumé to Teri Mullins, CEA Negotiations Chairperson, You may e-mail ([tmullins@ceaohio.org](mailto:tmullins@ceaohio.org)), fax (614) 253-0465 or hand deliver to the CEA Office at 929 East Broad Street. All application materials must be received by 4:30 p.m., September. 7. The selective interviewing process will be used.

## Is Your ABC in Place?

It is time to ensure that your building/unit has organized its Association Building Council (ABC). This council is one of the most important communication mechanisms in your building. The ABC consists of at least five teachers, who advise and assist the principal and the school staff in developing policies and programs for the school.

Details about the ABC are found in the *CEA Master Agreement* (Article 202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two members elected by secret ballot and two members appointed by the principal.
- All CEA members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.

If you have questions about the ABC, please contact CEA Vice President Phil Hayes at (614)253-4731. Don't forget to send Phil your monthly ABC meeting minutes via school or email [phayes@ceaohio.org](mailto:phayes@ceaohio.org). Be sure to include your building/unit name on the minutes.

## CEA Wants to Celebrate YOU!

Start the new school year with our annual event, the CEA Fall Fling. The Fling is CEA's opportunity to let you know how much you mean to us. This event is a celebration of you and the hard work you do on behalf of our students.

This year's Fall Fling is Friday, September 2, at the Hilton Easton, 3900 Chagrin Drive. Join us from 4-8 p.m. for marvelous music, fantastic food and great door prizes. It's a great way to spend the evening dancing and meeting your colleagues. Come let your hair down and have fun! We guarantee a great time!



## Join the Sick Leave Bank: You Might Need It

It is a terrible prospect: Facing a serious illness or other condition that exhausts your sick leave. But each year, it happens to a few members of the CEA family. That is why your Association negotiated the Sick Leave Bank for our members. Contribute by filling out the Sick Leave Bank enrollment form ( <http://bit.ly/slbapp> ) by September 30. After receiving your completed application form, the district will deposit two of your sick days into the bank.



Bargaining unit members who join the bank and exhaust their sick leave are eligible to receive a loan of up to ten sick days. Borrowed sick leave must be repaid to the bank by the time you leave the district; outstanding sick leave not repaid will be deducted from your final paycheck. Your initial deposit of two sick days will be refunded once you leave the district. Fill out the form and send it to CEC, Route 1. Remember to keep a copy for your records.

## Religious Leave

Fall is a time of year when many religious holidays are celebrated. Our contract ensures that teachers have the right to participate in their religious traditions. Section 702.11 of our *CEA Master Agreement* allows teachers to be absent with pay for a maximum of three days to observe established religious holidays. This leave is not deducted from any other time off.

Please remember that a request for religious leave must be made in writing to the CCS Department of Human Resources at least five school days prior to the holiday.

## CEA Scholarships Help Pay for College

Many CEA members have children who are in college. One of the Association's benefits is the opportunity to receive a scholarship to help defray higher education expenses. The CEA Members Scholarship Foundation provides individual grants of \$1,250 in tuition assistance for children of members who are qualifying college seniors. This assistance is available for each senior attending a university or other post-secondary institution.

To be eligible, students must be verified as college seniors between September 2016 and June 2017 and must maintain a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus schools for four years prior to the application date and must be continuous CEA/CEA-R members.

You may download the application directly from the CEA website at <http://bit.ly/ceaschol16>. The deadline is 5 p.m. Friday, October 21. If you have questions, call Kathy Wilkes at (614) 253-4731.

## First CEA Legislative Assembly

The CEA Legislative Assembly will meet at 4:30 p.m. Thursday, September 8, at The Boathouse at Confluence Park, 679 W. Spring Street. This is a very important meeting and valuable information will be shared. Please plan to attend. Dinner will be provided. RSVP to June Rotundo at [jrotundo@ceaohio.org](mailto:jrotundo@ceaohio.org). Be sure to include your name and the building/unit you represent.

## CEA Office Hours

Beginning Thursday, September 1, the regular CEA hours will be from 8:30 a.m. to 4:30 p.m. instead of 9 a.m. to 5 p.m. This change was adopted by the CEA Board of Governors to more align with our state organization, the Ohio Education Association, and to make the staff more available in the mornings to assist the membership.

## Meet Your Governor: Traci Arway, District 9

Traci Arway is all about making sure no one gets left behind. As a district Special Education Coordinator, she has seen how easy it is to lose sight of the umbrella of Association protection.

"We are teachers on special assignment," she said. "Sometimes we're in that go-between role between teachers and administrators." When she was housed at Livingston Avenue ES, Arway saw professionals moving between buildings and struggling to build cohesive strength and certainty of their protection as CEA members.

Sometimes coordinators were asked to overstep contract boundaries, and they were not sure how to say, "No."

"For instance, we cannot be put into positions to evaluate and report on teachers," said Arway. That's why Arway decided to get more involved. First, she served as a Faculty Representative of the newly-formed Special Coordinator unit. Now, as she enters her 16th year with the Columbus City Schools, she is beginning her term as District 9 Governor. Her aim is to continue the work she started.

"Being in the role of coordinator and being in District 9 is unique," she said. "Being governor helps me advocate for all the specialists involved in the IEP process. It helps me advocate for those people I work with every day. My goal is to continue to push the special education needs forward and continue to advocate for our profession and make sure we have a strong voice at the table."

Arway has taught at Livingston ES and Clearbrook MS. She comes from a union background. Her mother is a retired teacher and former OEA member; and her father, employed by the Ohio Lottery Commission, belongs to OSEA.

"I'm also a political junkie," she said. "Being involved in CEA keeps me in the forefront."

Arway and her husband, Kevin, a retired Whetstone High School teacher, live in northwest Columbus with their three children.



## Special Notes

- **Members should have received a red card that CEA uses to update information for our database.** Your information remains private and is not shared with entities outside of the Association. CEA needs this information to keep in contact with you. **Complete the card and give it to your Senior Faculty Representative** or send it to CEA, Route 1.
- **Help our university students.** If you are willing/able to host a university student this fall, please complete the online application. The online application may be found at: <http://www.columbus.k12.oh.us/studentrequest>. Your username and password are your old Lotus Notes username and password (same as iLEAD). If you don't remember them, please call the HELP desk at 8425. You must have taught in the district for three years to be eligible to mentor a student. CCS teachers mentoring university students now have a wide range of opportunities to earn CEUs. CEU credits for mentoring university students range from .5 CEUs to 3.0 CEUs depending on the type and length of placement.

